

HR CONNECTIONS

A Quarterly Newsletter of the Department of Human Resources



Welcome to the March 2006 edition of HR Connections. The months of February and March are extraordinarily busy months for the City and the Human Resources Department. A flurry of activities took place during this timeframe. I will reflect on two such events here.

The Citywide Black History Month Celebration entitled "African American Images of Dignity" featured the highly acclaimed Wilberforce University Choir in full concert. Their phenomenal renditions vividly provided memorable images of

a dignity historically recorded in African American traditional, spiritual, gospel jazz and contemporary music.

As part of the celebration program, the life and contribution of Rosa Parks were highlighted through essays authored by Columbus City School District middle schoolers. Mrs. Parks is certainly among the great icons of African American dignity and it was fitting to honor her memory a few short months after her passing.

The Police Training Academy provided a tremendous venue for the 2006 Employee Recognition and Awards Ceremony held on March 16, 2006. This event afforded the City another opportunity to recognize and reward our employees' innovation and ingenuity; their extraordinary customer service; their heroism; their attention to workplace safety and their many years of dedicated service and commitment to the City. This is one of my favorite events each year because it helps to remind us just how valuable an asset our employees truly are.

Kudos to all who played a part in the planning and execution of this recognition and awards ceremony.

More detailed coverage of both of these events are included in this edition.

Chester C. Christie,
Director, Human Resources



Mayor Michael B. Coleman

March 30, 2006

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May 10, 2006

Senate Bill 82
Residency requirements of
political subdivisions

Consider This...

"If you focus on results,
you will never change.
If you focus on change,
you will get
results."

WELCOME CORNER



George Speaks
Deputy Director
Public Safety



Mark Brumenschenkel
Building Services
Administrator
Department of
Development



Steve Campbell
Deputy Director
Department of
Development



FLAG DAY
June 14, 2006
City Hall
90 W. Broad St.

**MOVE Program
Kick-off**
June 15, 2006
Veteran's Memorial
VAVS Appreciation Night
June 16, 2006
Cooper Stadium
OPERATION UNITY
June 17, 2006
Veteran's Memorial

Questions?
Contact Rick Isbell,
Veteran's Affairs Coordinator at
645-7671 or raisbell@columbus.gov

Black History Month Celebration

African American Images of Dignity: The Choral Response



Rosa Parks
1913-2005

This years program included a salute to Rosa Parks, often referred to as "the Mother of the Modern Day Civil Rights Movement", an Essay Contest held in honor of her life, and an outstanding concert featuring the Wilberforce University Choir.

On Saturday, February 4, 2006, the place to be was at the City's Annual Black History Month Celebration. The program took place at the King Arts Complex, featuring the Wilberforce University Choir in full concert, under the masterful direction of 26 year old, Jeremy Winston, occupant of the Ray Charles Distinguished Chair of Sacred and Choral Music at Wilberforce University. The entourage included a forty-eight-person choir and an eighteen-piece orchestra. Amid choral selections reflecting European classical tradition, African-American gospels and spirituals, the Choir provided a stirring rendition of the hymn, "It Is Well," as the "choral response" to the inspiring prior re-marks of Mayor Michael B. Coleman.

Consistent with the Celebration's theme, "African American Images of Dignity..." the Department of Human Resources sponsored an essay contest for middle school students which honored the life and contributions of the late and most honorable, Rosa Parks. The 2006 contest winners were: 1st Place: Rebecca Ojerinde, Clinton Middle School; 2nd Place: Dylan M. Brown, II, Southmoor Middle School; and 3rd Place: Brandon Upchurch, Ridgeview Middle School.

This years celebration received "rave" reviews, and was described as a "hand clapping, foot tapping good time!" Chester C. Christie, HR Director and Jacquilla Bass, HR Deputy Director served as Master and Mistress of Ceremonies, respectfully, along with Dr. Melvin V. Richardson, EEO Manager, who also served as Coordinator of the event.



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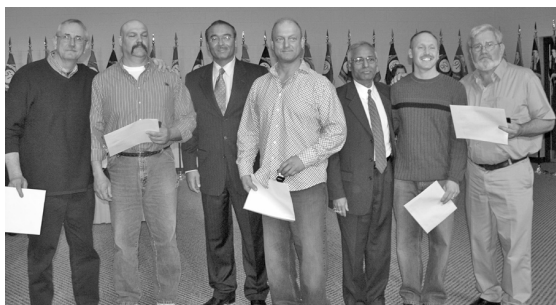
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• E-mail: ronwolfinger@hotmail.com

2006 EMPLOYEE RECOGNITION AND AWARDS CEREMONY

The 2006 Employee Recognition and Awards Ceremony took place March 16th. Terri Leist, Assistant Director of the Recreation & Parks Department served as Mistress of Ceremonies. Mayor Coleman, the City Auditor, City Attorney, Clerk of Courts, Chief of Staff Guy Worley, the Mayor's Deputy Chief's of Staff, along with the Mayor's Cabinet took time out to honor and celebrate the accomplishments of those City employees who have dedicated their careers to providing excellent service in the noblest of professions, that of public service...the foundation to which we work everyday to enhance the quality of life for our citizens and visitors to our City.

SKILL DEVELOPMENT: 25 individuals received certificates for successful completion of their Skill Development Program, provided to enhance employee opportunities for obtaining knowledge and skills in a variety of areas.

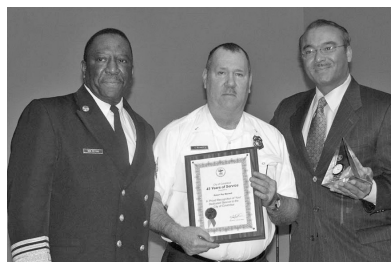
SAVINGS SUGGESTIONS: 27 individuals were recognized and rewarded for offering ideas that led to saving dollars, increasing safety and job efficiency, and overall innovative improvement in the work environment. Employees received monetary rewards for their suggestions in four separate categories: Bronze: savings up to \$1000, Silver: savings up to \$35,000, Gold: savings up to \$100,000, and Platinum (NEW): savings exceeding \$100,000. This years Platinum Award was presented to Marshall Butcher, David Chenoweth, Chris Daugherty, Jimmy Kleoudis and John Kleoudis from Public Utilities, for saving the City \$144,285. Each employee on this winning team received \$1,400, totalling the maximum reward of \$7000.



2006 Platinum Award Winners with Mayor Coleman and Nirmal Sinha, Deputy Dir.-Operations, Public Utilities

OCCUPATIONAL SAFETY AWARDS (NEW): For the first time, a Safety Incentive Program has been added to acknowledge and reward employees efforts in the area of Occupational Health and Safety. The 2006 Award Recipients are the Department of Public Service, Fleet Management Division, Short Street Parts Room for two years without a loss time injury; Morse Road Maintenance Shop for one year without a loss time injury; and, Department of Public Utilities, Division of Electricity for their dedication and commitment to ongoing occupational safety efforts of the City.

MAYOR'S AWARDS: 24 individuals were recognized for providing extraordinary humanitarian service, outstanding civic duty, professional performance above one's daily responsibilities, performing actions that bring great credit to the City, and last but not least, saving a life. These individuals received what's known as the Mayor's Awards of Excellence.



YEARS OF SERVICE: These awards are distributed to recognize individuals for their many years of service. Individually, special tribute was paid to those employees who spent 45 and 40 years with the City of Columbus. Employees with 35, 30, 25, and 20 years of service were recognized as a group. Pictured above, Mayor Coleman and Chief Pettus celebrate with Lt. Robert Maxwell for 45 years of service!



(R.) Mayor Coleman celebrates with the City Auditor Hugh J. Dorrian for 40 years of service!

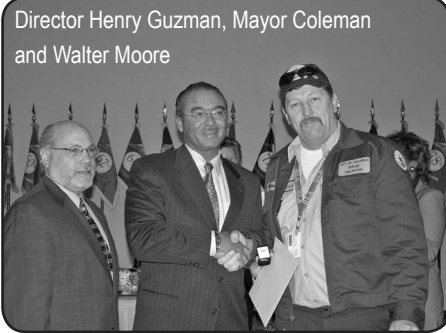
(L.) Mayor Coleman and Wayne Roberts celebrate with Ira J. Burke of Recs. & Parks for 40 years of service!



Mayor's Awards of Excellence

LIFE SAVING AND HUMANITARIAN AWARD WINNERS

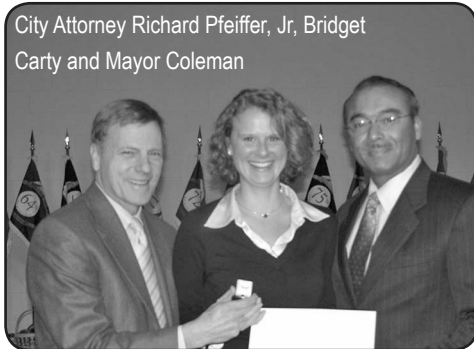
Walter Moore: a citizen was walking her dog when a larger dog came running toward her. She froze in the street, Walter jumped out of his truck, assisted her across the street. A neighbor, who happened to be a nurse, assessed the woman's condition. Walter remained with the woman so she would keep calm and feel protected. The neighbor wrote a letter to Mayor Coleman stating "Walter's quick response possibly prevented the woman from being attacked or being hit by oncoming vehicles. **Kevin Jordan:** found a co-worker unconscious. Acted quickly to get help and stayed with his colleague until assistance arrived. Kevin's immediate action ultimately saved his co-workers life. **Frank Burton:** Responded to three employees who were stuck on an elevator at Police Headquarters. Managed to pry the doors open, provided a large fan, allowing air circulation, and remained with the employees until help arrived. **Mary Lehr:** Heard a member of her church needed a kidney transplant. Donated one of her kidney's to a young father providing him a second chance at a normal and productive life. **Bill Rice:** Called 911 and administered first aid to an injured man following an altercation that led to one man being pinned between two cars in the parking lot of Cleo Dumaree Complex. Bill stayed with the injured man until an ambulance arrived.



Director Henry Guzman, Mayor Coleman and Walter Moore

OUTSTANDING JOB PERFORMANCE AWARD WINNERS

Bridget Carty: One of the City's pre-eminent environmental forces working toward eradication of neighborhood nuisances (i.e. illicit massage parlors, crack houses, vacant homes, non-compliant bars). Works tirelessly with city agencies, federal and state authorities and the courts combatting environmental issues. **Michael Pickard:** As the Keep Columbus Beautiful Manager, Mike became involved with the Neighborhood Safety Working Group and started exploring avenues to secure funding to deal with gangs, graffiti removal and other concerns that have plagued the near south side. Mike wrote a grant seeking federal funds from the Justice Department in cooperation with Public Safety. It was announced that \$300,000, dispersed over a two year period, will be awarded to the Keep Columbus Beautiful Project. **Jimmy Kleoudis, John Kleoudis, Chris Daugherty, Marshall ButcherDavid Chenoweth:** After engineers determined the gates would need to be replaced, they repaired three gates, connected with our larger sewers that had been out of commission for more than 30 years, saving the City nearly \$150,000.



City Attorney Richard Pfeiffer, Jr, Bridget Carty and Mayor Coleman

COMMUNITY SERVICE AWARD WINNERS

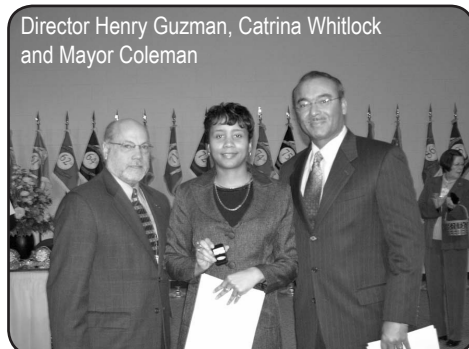
Larry Krall: Played an instrumental role in obtaining Automatic External Defibrillators (AED's) for Public Utilities; assisted City Councilmember Patsy Thomas in bringing AED's to other City departments; devised an education program for Public Utilities to ensure proper use of the devices; completed Red Cross and American Heart Association trainings to receive certification in First Aid, CPR, and CPR utilizing AED's; provides similar instruction through HR Citywide Training effort; raised more than \$12,000 for the Leukemia/Lymphoma Society; and donated 164 units of blood to the American Red Cross. **Melinda Rommell:** Organized an effort to join Cardinal Health employees with the caring of COAAA case managers who recognized the needs of their clients. More than 100 older adults received much needed gifts during the holiday season as a result of in-kind and monetary donations from Cardinal Health employees. The entire gift giving coordination was a voluntary effort, in which she was also able to create partners among her colleagues and Cardinal Health.



Mayor Coleman, Larry Krall and Deputy Director Nirmal Sinha

OUTSTANDING SERVICE DELIVERY AWARD WINNERS

Catrina Whitlock: Bridged the technical and service components of the 311 Center effort. **Jeff Clouse, Denis Laroche, Yelena Dashevsky, and Doug Rotondo:** Completely designed the 311 software which was a huge cost savings for the City; designed the training for the Center employees and management citywide; and incorporated programming to allow for Columbus Stat data retrieval. **Bruce Black:** Extraordinary efforts in his work as Neighborhood Services Coordinator for Mayor Coleman's Pride Program. **Kathy Spatz:** Led an effort to build a new playground at Kobacker Park. **Mike Johnson:** As boxing coach at Blackburn Recreation Center, leads a successful youth program, giving of his personal time to provide a positive experience for student boxers; spending time beyond his work schedule to be a part of their lives. **N. Kirby Ott:** Extensive efforts in securing the safety and proper utilization of City fire hydrants. **Galina Khaikin:** Exceptional interpretive services provided to assist the City's Russian community.



Director Henry Guzman, Catrina Whitlock and Mayor Coleman

Senate Bill 82

How City employees will be affected

The Ohio General Assembly recently passed Senate Bill 82 regarding residency requirements of political subdivisions. The law generally prohibits political subdivisions from requiring their permanent full-time employees to reside in any specific area of the state. However, the law does permit a requirement to reside in the county where the political subdivision is located or in an adjacent county.

The City of Columbus' residency requirement is consistent with the provisions of Senate Bill 82. The Charter of the City of Columbus, Section 158-1 states:

"Unless otherwise specifically provided by this Charter, all employees in the unclassified service and in the competitive class of classified service of the City shall at all times, during their employment, maintain their residence within the boundary lines of the County of Franklin or within the boundary lines of the counties that border on the County of Franklin..."

The City's requirement is broader than other major cities in Ohio, e.g. Akron, Cleveland, Dayton, Toledo and Youngstown, that require their employees to live within the city limits. The City of Cincinnati requires its employees to live within the borders of Hamilton County.

These residency requirements have been adopted by cities, counties and villages for a variety of public policy reasons. One important reason is that public employees, including safety forces, must be able to respond quickly to emergencies and disasters.

Employees also become more familiar with local neighborhoods and have a sense of pride in serving the community where they live. It is also beneficial to the local economy to have employees spending their earnings in the area where they work and live.

The Ohio Constitution grants the power of self-government to municipal corporations, and this law may violate these "home rule" provisions. The law also attempts to overturn the popular vote of the people of many of Ohio's municipalities since changes to charters are voted on in local elections. Because some municipalities in the state impose residency requirements by agreement between management and labor, this law also obstructs the collective bargaining process.

The United States Supreme Court and the Ohio Supreme Court have held that there is no constitutional right to be employed by a municipality while residing elsewhere. *McCarthy v. Philadelphia Civil Service Comm'n.* (1976), 424 U.S. 645; *Buckley v. Cincinnati* (1980), 63 Ohio St. 2d 42.

Unclassified and classified employees in competitive job classes in the City of Columbus must meet the Charter's residency requirement. The City intends to continue to enforce the requirement and the Civil Service Commission will continue to investigate residency violations. Employees are cautioned to ensure when moving that they will continue to meet the residency requirement because failure to do so will result in being placed on unpaid administrative leave and may result in discipline, including termination.

National "Take Our Daughters and Sons to Work" Day!

On Thursday, April 27, 2006, the City of Columbus will support National "Take Our Daughters and Sons to Work Day." The theme for 2006 is "Shaping the Future", and our focus is to show our young people there is an important place in today's society for them professionally. If City employees have a child they would like to mentor, between the ages of 8-13, they are encouraged to bring them to work! Parental Permission forms must be completed in advance (a separate form for each child) and faxed to 645-5940, Attn.: Tina DeFluiter. To obtain a copy of the form and guidelines, please visit the City's intranet front page, or visit the City's HR Intranet site. If you do not have access to the internet, please contact your department Personnel Office, or contact the Department of Human Resources, Employee Resources Office at 645-5960.

ATTENTION: IMPORTANT NOTICE REGARDING DENTAL CLAIMS

If you have dental claims for services rendered prior to February 1, 2005, the claims must be filed with Anthem Blue Cross Blue Shield before July 31, 2006. All claims filed after July 31, 2006 will be rejected. Call Employee Benefits/Risk Management at 645-8065 if you have questions.

HEALTH AND WELLNESS SURVEY

On March 20th, the Human Resources Department mailed a Health & Wellness Survey to all City employees (home address). Please take a moment to complete and submit the survey by April 7, 2006. **A FREE GIFT will be given to thank those who complete and return the survey!** Employees can choose from a Flashlight key chain or a City Badge holder. The cover letter that accompanied your Survey will need to be submitted to your department Human Resources Representative to be eligible for the free gift. If you did not receive a survey in the mail, please call Employee Benefits/Risk Management at 645-8065.

SPRING TRAINING : 2nd Quarter Sessions

Communicable Disease Prevention

Protect your family from communicable diseases.

Home Alone Kids

Planning Your Child's Summer

Get a head start on a safe and fun summer.

Records Management

Develop and maintain a system; Understand legal responsibilities of complying with a retention schedule.

Home Buyer Education

A four-part course to help you become knowledgeable about the home-buying process. Call 645-3059 for information.

Record your Living Will

What is a Living Will? A legal document that dictates how much life-sustaining treatment an individual wishes to have administered once they've been deemed by physicians, permanently unconscious, and unable to communicate their wishes. If you are not familiar, the Franklin County Recorder's Office records many important and legal documents for safekeeping. They will place on file the Living Will of any Ohioan for safekeeping and more importantly, permanent access.

How can I make a Living Will? The Recorder's Office has packets available, free of charge, that contain blank Living Will Forms. If you have legal questions, or maybe you would prefer, please contact your attorney.

How can I record a Living Will? Once completed, either bring the originals, or mail them, to Franklin County Recorder Robert Montgomery, 373 S. High St., 18th Flr, Cols., Ohio 43215. If you mail the documents, provide a pre-addressed return envelope, with postage, and a check for \$40.00 per each set of Living Wills being recorded. A wallet size card will be provided to you that will let health care providers know that you have a recorded Living Will at the Franklin County Recorder's Office. Please feel free to call (614) 462-3930 if you have any questions.

SAVE THE DATE! 2006 BENEFITS & HEALTH FAIR

Wednesday, May 10, 2006, 8:00 am - 3:00 pm

Citywide Training and Development Facility
750 Piedmont

FEATURING

*FREE Health Screenings! Book Fair!
Variety of Vendor Booths with Employee Discounts!*

2006 Riverside Mobile Mammography Dates and Locations:

June 21, 2006

Citywide Training Center
750 Piedmont

June 29, 2006

City Hall
90 W. Broad St.

June 30, 2006

City Hall 1250

August 23, 2006

Fairwood Avenue

IMPORTANT PHONE NUMBERS

United HealthCare (Medical) 1-800-681-3849

Claims, Pharmacy/UHC Mail Order (MEDCO), Pre-certification

Optum/Nurseline 1-877-365-7922

United Behavioral Health 1-800-358-0365

Behavioral health, substance abuse, psychiatric treatments

Website www.myuhc.com

AETNA (Dental) 1-866-879-4337

Website www.aetna.com

Vision Service Plan (Vision) 1-800-877-7195

Website www.vsp.com

AETNACOBRA: Continuation Benefits 1-800-877-7994

AETNA: Short-term Disability 1-503-937-0302

Claim Questions 1-866-282-8495

Filing a Claim: Contact Division of Human Resources,
Risk Management at 645-8065, or Payroll.

AFLAC 614-761-1342

Deferred Compensation 1-877-644-6457

Deferred Compensation Website www.ohio457.org

Colonial Life 1-800-272-5025

OPERS 1-800-222-7377

EAP 614-645-6894

City Website <http://www.columbus.gov>

Intranet <http://Intranet/Agencies/Human Resources>

HR Connections

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